OUR DAILY LIVES

COLLABORATION, BALANCE, CAMARADERIE, FAMILY
“We are not just coworkers at Ultimate. We are family. An amazing, talented family. In fact, I married a fellow UltiPeep, and almost the whole Business Intelligence team came to my wedding, plus peeps from other teams. We work hard and play harder in true UltiStyle!”

—Megan, Software Test Engineer

Collaboration, balance, camaraderie, family

Collaboration is the secret ingredient that drives innovation in our products and services. Ultimate Software encourages collaboration with open workspaces, and complements those with areas for privacy, energy renewal, and camaraderie. Frequent off-site team get-togethers and fun trips that include families add to our sense of well-being and passion to do our best work for the entire Ultimate family.
Our open spaces encourage spontaneous talking with our coworkers, debating about the best ways to create solutions. Throughout our work areas, we have white boards, yellow boards, and writable desktops where we can rough out ideas to share with others.
Ultimate Software is our home away from home. Upholstered chairs and sofas, strategically placed throughout our workspaces, add to the feeling of intimacy and comfort. They are great spots to have small-group, spontaneous conversations. One UltiPeep speaks for many when he says that his favorite thing about Ultimate is its "corporate intimacy."
Keeping everyone informed of our latest news, progress on objectives, and future plans is a high priority at all levels of Ultimate Software. In addition to CEO Scott’s quarterly emails and frequent visits with groups of employees, our people hear from our CTO and CSO quarterly as well, and from division leaders more often. Many of our executives, like our Sr. Director of Managed Services, hold Town Hall meetings and broadcast them live online so all remote employees can participate at the same time.
We have small rooms for private phone calls; individual work spaces if workers need time away from others who are collaborating; lockers for personal items; mommy rooms for expectant and new mothers; and even a private, sound-proof room for practicing a new presentation, complete with mirror, podium, and audience on the wallpaper watching.
We have some calming experiences that are built into our days, requiring little effort from us, like viewing a very large fish tank as we walk down the hall or visiting our Italian café where the ceiling is decorated with a replica of the Vatican’s Sistine Chapel. We also have treadmills with table attachments for people to work and stay fit at the same time.
Ultimate Software makes many wellness and personal balancing activities available to UltiPeeps on site at our offices. We have aromatic massage rooms with professionally trained masseuses; meditation and yoga classes; and wellness training led by our Wellness Coach.
Food is abundant at Ultimate Software. Our motto is: Any excuse to have fun food. Sometimes, it’s about nourishment. Other times, it’s just about a break. A moment to get up and enjoy one another…and talk about how we’re eating too much.
To balance our hard work, we take breaks and play games that are on site to help us relieve the stress of continuous working. Just knowing we have a game room to visit shows us that our leaders trust us to get our work done even if we take a break to play a game or two. We happen to think that breaks revitalize and reenergize.
A golf green is one of the more unusual additions to our new office building in Weston. We’ve had other games around for many years—foosball, NERF basketball, ping pong, bowling with inflated balls, and cornhole. In fact, we have some diehard cornhole players in Alpharetta who keep their cornhole boards in the center of the hallway, ready to go at a moment’s notice in case anyone needs a quick break. The rest of us just walk around them.
UltiPeeps delight in unexpected moments of levity. From floating an inflated shark through the office to putting Post-It notes all over a manager’s workspace, nothing seems out of bounds. On Fridays in our Atlanta office, UltiPeeps do the Wobble...and at any one of our offices, at any time, you might see a dart-gun battle.
Birthday celebrations are a sign of the pervasive feeling of camaraderie and caring at Ultimate Software. Sometimes it involves simply decorating a fellow UltiPeep’s cube, other times it’s a group celebration. And we always have large monthly birthday cakes for all those born in a particular month, with circulated lists of celebrants’ names.
Our teams like to strengthen collaborative skills, camaraderie, and communication by going off site to create something together. For the last couple of years, cooking and eating what they’ve cooked at a commercial kitchen is one of our most popular events. Painting together under the guidance of a professional painter is also a popular team activity.
TEAM-BUILDING
SPORTING EVENTS

Participating in sporting events is a favorite pastime of our teams for building a positive, competitive spirit. Plus, working out together encourages fitness and wellness.
Our leaders reward us with trips to fun vacation spots, and include family members in on the fun. Several of our Weston teams visit Walt Disney World or Universal Orlando Resort every year or two, with hotel rooms, a special dinner, and park passes paid for by Ultimate. Our Sales people who make quota often celebrate with an annual getaway to Atlantis Resort Paradise Island in the Bahamas or another exotic location, and other teams travel to California resorts.
A visitor to Ultimate Software once said, "I’ve never seen so many company shirts on people!"

No wonder. Our teams, large and small, design their own shirts with our UltiLogo and pass them out at team events, and UltiPeeps can also buy them at our online store. So, you will see company shirts in neon green, every shade of blue, black, red, maroon, orange, yellow, white, gray, and more. Some are polo style, some are T-shirts, and then there are the hats. UltiPeeps and their families wear them all proudly.
Our family members are embraced as part of the UltiFamily. One sign of that inclusion is Ultimate Software paying 100% of the premium for family members’ healthcare, dental, prescription, and vision coverage, just like for employees. Other signs are how warmly they are welcomed at work and how comfortable they are in our offices and participating in our events.